

## WRD Scientific and Technical Employee Development (STED) Committee

### 2009 Status and Activities Report

Data Chiefs Meeting  
Reston, VA  
October 28, 2009

## STED Activities Report

- ▶ Who, why, what
- ▶ Technology Enabled Learning (TEL) Program update
- ▶ Questions and feedback



### Our history:

- Employee Development Committee (EDC) formed in 1999
- The EDC:
  - worked closely with the newly created Office of Organizational and Employee Development (OED),
  - provided WRD training ideas and suggestions,
  - sounding board for a number of new initiatives.

### Our history:

- In 2001, a Bureau-level EDC was discussed and the exact role of the Water EDC was debated.
- In 2002, the Associate Director for Water reaffirmed the need for a Water EDC to:
  - provide guidance for employee development within the Water discipline, and
  - to ensure the continuance of the USGS as a world leader in water science.
- The Water EDC was directed to focus primarily on technical and scientific training within the WRD and was renamed the Scientific and Technical EDC (STED).

### Our current charge:



- Provide guidance and feedback on employee technical development to WRD and OED
- Ensure that employees have training opportunities to obtain the necessary technical skills to:
  - continue the scientific excellence of the water resources programs within the USGS,
  - meet the challenges of new science directions, and
  - accomplish the mission of the USGS
- Develop tools to enhance WRD training and promote opportunities

### Our mission:

- Provide the leadership necessary to guide the design and maintenance of a coordinated scientific and technical employee development program for WRD staff

*We believe an effective employee development program provides opportunities for individuals to improve employee performance and enhance skills and capabilities that will assist them in maximizing their full potential.*

## Our members (total of 12):

- Rotational water science center members represent:
  - Studies Section Chiefs and staff, Center Directors, NRP, IT Specialists and staff, Hydrologic Technicians, Data Chiefs
- Rotational discipline office members represent:
  - OSW, OGW, OWQ, NWIS
- Permanent members represent:
  - OED/NTC, Senior Staff



## Our members:

Membership of the Scientific and Technical Employee Development Committee updated 6/5/09

Name	Region	Position	Rotational Member status (start/end date)
<b>Rotational Membership</b>			
Bob Hainly	Eastern - Northeast Area	Data Section Chief (Chair)	April 2006 to March 2010
Virginia de Lima	Eastern - Northeast Area	Water Science Center Director	April 2006 to March 2010
Steve Anthony	Western - Southwest Area	Studies Section Chief	March 2008 to March 2011
Bill Hazell	Eastern - Southeast Area	Hydrologic Technician	April 2006 to March 2011
Harry Jeter	Eastern - Northeast Area	NRP	April 2009 to March 2012
Barbara Karans	Central - Rocky Mountain Area	IT Specialist	April 2009 to March 2012
<b>Technical Discipline Office Representatives</b>			
Dave Pollock	Office of Ground Water	Hydrologist	
Mike Nolan	Office of Surface Water	Hydrologist	
Francesca Wilde	Office of Water Quality	Hydrologist	
Lynn Taylor	NWIS	Hydrologist	
<b>Permanent (Non-Rotational) Membership</b>			
Alan Ward	National Training Center	Scientific and Technical Training Associate Program Manager, Office of Employee Development	
Steve Blanchard	Headquarters	OED Advisory Members (Bureau Rep)	
Dianne Jeffries	National Training Center	Chief, Office of Employee Development	

## Our current activities:

- Continue to develop, populate, maintain, and promote the STED web page as the primary source of STED communication and WRD technical training.
- Continue to promote Technology Enabled Learning, establish an electronic learning repository, and provide effective, accessible, and relevant scientific and technology TEL courses using links to a wide variety of instructional and informational material.
- Assist in the planning and development of an "Essential and Recommended" training program for all technical staff in WRD.

## Our current activities:

- Continue to develop, populate, maintain, and promote the STED web page as the primary source of STED communication and WRD technical training



## STED Committee is reconstructing their web page to be a clearinghouse for WRD technical training



All Surface-Water "On Demand" training, which has been summarized in a recent Fact Sheet, will be cataloged on the new STED page

See:  
<http://pubs.usgs.gov/fs/2007/3099/>

## We are interested in compiling Videos (current and historical), Web-based materials, and CDs that could provide other TEL training opportunities



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 Instrumentation  
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### Another current activity:

- 2) Continue to promote Technology Enabled Learning and establish an electronic learning repository for WRD personnel featuring links to a wide variety of instructional and informational material.

- New and existing courses
- Presentations
- How-to videos
- Streaming video
- Classroom training
- Online training
- Blended training



## Technology Enabled Learning

- As a result of the heavy resource usage to develop them, TEL Courses are used for subjects that are stable
- Cyber Seminars are the best available tool for presenting updates and other transitory information

### TEL Course Benefits are:

- Minimize, and in some cases eliminate travel for instructors and students
- Reduce impact on employee's regular duties if courses are completed in phased modules – provides flexibility
- Allow potential of interactive, "blended" TEL with some instructor involvement to facilitate class completion
- Allow blending of disciplines and opportunity for technical and editorial review of course content

## TEL Course Status

### ► Available TEL courses (non-WRD)

- USGS Reimbursable Agreements
  - Released 10/30/06
- USGS Mentoring Program Introduction
  - Released 10/2/08
- USGS Mentoring Program Orientation and National Rollout Partnering Training
  - Released 10/21/08
- Motorboat Operator Certification Course
  - Release date: 5/29/09

## TEL Course Status

### ► Available TEL courses (WRD)

- Data Aging in NWIS 4.6
  - Released 12/18/06
- Editing and Estimating UVs in ADAPS
  - Released 2/27/07

## TEL Course Status

### ► Soon-to-be Available TEL courses

- Using ADCPs in Moving Bed Conditions (WRD)
  - Course duration: 2 hours
  - ~70% complete
- USGS Bear Spray Training (non-WRD)
  - Course duration: 45 minutes
  - ~80% complete

## TEL Course Status

### ► WRD TEL courses (Planned or developing)

- GRSAT
- Water-Quality Principles
- Using Flow Trackers
- Continuous Records Processing
- Properties of Water and Sediment
- Surface-Water Policies and Procedures

## Another current activity:



- 3) Assist in the planning and development of an "Essential and Recommended" training program available to all technical staff in WRD
- Working with discipline offices to determine core courses
  - In some cases, required courses may be needed to certify technical activities where quality of data may be compromised without proper training e. g. ADCP operation
  - Remainder of courses to be "recommended"
  - Recognize need for better course scheduling for planning

## Western Region Hydro Technicians' web page available as a guide for WRD Technical Courses

A current proposal involves developing a rigid schedule for a core set of classes that have a defined need and are already being offered

Month/Week	Possible Surface-Water Training Schedule			
	1	2	3	4
October		#7 (Records) at NTC or Region		
November	#13 (ADCP Meas.)			
December				
January		#10 (Basic Hydraulics) at NTC	#14 (Records, ADCPs and Index-velocity Methods)	
February	#7 (Records) at Gateway	#6 (Hydraulics for Hydrographers) at NTC	Streamflow Records Compilation using Hydroacoustic Current Meters and Index-velocity Methods	
March	#13 (ADCP Meas.)	#7 (Records) at NTC or Region		
April			#2 (Field Methods) at NTC	#3 (Electronics) at NTC
May	#4 (DCPs) at HF	#2 (Field Methods) at Gateway		
June	#9 (Indirects) at NTC or Region			
July			#8 (Levels) at NTC or Region	
August	#5 (Ratings) at NTC or Region	#11 (Hyd. Analysis-1) at NTC	#12 Hyd. Analysis-2) at NTC	
September			#3 (Electronics) at HF	#2 (Field Methods) at HF

## Planned activities:

- Investigate opportunities for a WRD advanced scientific education program to meet USGS mission goals and encourage career development.
- Consider the advantages of a regionally based cooperative education program with selected 2- and 4-year colleges and other universities as a means to promote training of potential future scientific and technical WRD employees.

## The SW Procedures Class will be a "Blended-Learning" Class